



97TH GENERAL ASSEMBLY

State of Illinois

2011 and 2012

HB4510

Introduced 1/31/2012, by Rep. Edward J. Acevedo

SYNOPSIS AS INTRODUCED:

5 ILCS 410/20

20 ILCS 405/405-120

20 ILCS 405/405-125

was 20 ILCS 405/67.29

was 20 ILCS 405/67.31

Amends the State Employment Records Act. Provides that each State agency shall include in its annual report a description of the agency's activities in implementing the State Asian Employment Plan. Amends the Department of Central Management Services Law. Provides that in consultation with knowledgeable persons and organizations, the Department shall each year prepare an Asian Employment Plan and report to the General Assembly each State agency's activities that implement the plan. Provides that each State agency shall implement strategies and programs in accord with the State Asian Employment Plan to increase the number of Asian State employees in supervisory, technical, professional, and managerial positions. Requires each agency to report annually to the Department and the Department of Human Rights concerning the agency's activities in implementing the plan. Specifies information to be included in each agency's annual report. Effective immediately.

LRB097 18375 JDS 63601 b

FISCAL NOTE ACT
MAY APPLY

A BILL FOR

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The State Employment Records Act is amended by
5 changing Section 20 as follows:

6 (5 ILCS 410/20)

7 Sec. 20. Reports. State agencies shall collect, classify,
8 maintain, and report all information required by this Act on a
9 fiscal year basis. Agencies shall file, as public information
10 and by January 1, 1993 and each year thereafter, a copy of all
11 reports required by this Act with the Office of the Secretary
12 of State, and shall submit an annual report to the Governor.

13 Each agency's annual report shall include a description of
14 the agency's activities in implementing the State Hispanic
15 Employment Plan, the State Asian Employment Plan, and the
16 bilingual employment plan in accordance with the reporting
17 requirements developed by the Department of Central Management
18 Services pursuant to Section 405-125 of the Civil
19 Administrative Code.

20 In addition to submitting the agency work force report,
21 each executive branch constitutional officer, each institution
22 of higher education under the jurisdiction of the Illinois
23 Board of Higher Education, each community college under the

1 jurisdiction of the Illinois Community College Board, and the
2 Illinois Toll Highway Authority shall report to the General
3 Assembly by February 1 of each year its activities implementing
4 strategies and programs, and its progress, in the hiring and
5 promotion of Hispanics, Asians, and bilingual persons at
6 supervisory, technical, professional, and managerial levels,
7 including assessments of bilingual service needs and
8 information received from the Auditor General pursuant to its
9 periodic review responsibilities.

10 (Source: P.A. 96-1286, eff. 1-1-11; 96-1341, eff. 7-27-10.)

11 Section 10. The Department of Central Management Services
12 Law of the Civil Administrative Code of Illinois is amended by
13 changing Sections 405-120 and 405-125 as follows:

14 (20 ILCS 405/405-120) (was 20 ILCS 405/67.29)

15 Sec. 405-120. Hispanic and bilingual employees. The
16 Department shall develop and implement plans to increase the
17 number of Hispanics employed by State government and the number
18 of bilingual persons employed in State government at
19 supervisory, technical, professional, and managerial levels.

20 The Department shall prepare and revise annually a State
21 Hispanic Employment Plan and a State Asian Employment Plan in
22 consultation with individuals and organizations informed on
23 these subjects ~~this subject~~. The Department shall report to the
24 General Assembly by February 1 of each year each State agency's

1 activities in implementing the State Hispanic Employment Plan
2 and the State Asian Employment Plan.

3 (Source: P.A. 94-597, eff. 1-1-06.)

4 (20 ILCS 405/405-125) (was 20 ILCS 405/67.31)

5 Sec. 405-125. State agency affirmative action and equal
6 employment opportunity goals. Each State agency shall
7 implement strategies and programs in accordance with the State
8 Hispanic Employment Plan and the State Asian Employment Plan to
9 increase the number of Hispanics employed by the State, the
10 number of Asians employed by the State, and the number of
11 bilingual persons employed by the State at supervisory,
12 technical, professional, and managerial levels. Each State
13 agency shall report annually to the Department and the
14 Department of Human Rights, in a format prescribed by the
15 Department, all of the agency's activities in implementing the
16 State Hispanic Employment Plan and the State Asian Employment
17 Plan. Each agency's annual report shall include reports or
18 information related to the agency's Hispanic, Asian, and
19 bilingual employment strategies and programs that the agency
20 has received from the Illinois Department of Human Rights, the
21 Department of Central Management Services, or the Auditor
22 General, pursuant to their periodic review responsibilities;
23 findings made by the Governor in his or her report to the
24 General Assembly; assessments of bilingual service needs based
25 upon the agency's service populations; information on the

1 agency's studies and monitoring success concerning the number
2 of Hispanics, Asians, and bilingual persons employed by the
3 agency at the supervisory, technical, professional, and
4 managerial levels and any increases in those categories from
5 the prior year; and information concerning the agency's
6 Hispanic, Asian, and bilingual employment budget allocations.
7 The Department shall assist State agencies required to
8 establish preparation and promotion training programs under
9 subsection (H) of Section 7-105 of the Illinois Human Rights
10 Act for failure to meet their affirmative action and equal
11 employment opportunity goals. The Department shall survey
12 State agencies to identify effective existing training
13 programs and shall serve as a resource to other State agencies.
14 The Department shall assist agencies in the development and
15 modification of training programs to enable them to meet their
16 affirmative action and equal employment opportunity goals and
17 shall provide information regarding other existing training
18 and educational resources, such as the Upward Mobility Program,
19 the Illinois Institute for Training and Development, the
20 Central Management Services Training Center, Executive
21 Recruitment Internships, and Graduate Public Service
22 Internships.

23 (Source: P.A. 94-597, eff. 1-1-06.)

24 Section 99. Effective date. This Act takes effect upon
25 becoming law.